

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: CP-18 LEADERSHIP DEVELOPMENT PROGRAM

1. Enclosed is the FY08 announcement and application for the Army CP-18 Leadership Development Program (LDP). The announcement and application are also posted on the CP-18 web site: <https://eko.usace.army.mil/careerprograms/cp18/>.

2. Since 1998, 140 CP-18 employees have graduated from the LDP from across all areas of USACE, IMCOM, and the Army. To date, over 50% of the graduates have assumed new and greater positions of responsibility throughout the Army, putting their valuable experience to full use in all of the Army's mission areas. We are looking for those CP-18 employees who are willing to stretch their personal and professional boundaries, develop a broader view of the Army and the Federal Government, and incorporate an expeditionary mindset to enable Army engineers and scientists to meet present and future challenges.

3. The following CP-18 employees are eligible to apply for the LDP:

- All permanent GS-12 through 13, or equivalent Pay Band 2, who are in positions included in the CP-18, Engineers and Scientists Civilian Career Program.
- Employees at lower grade levels who previously held a permanent GS-12 position.
- GS-11 and higher IMCOM employees at the garrison/installation level.
- Careerists in the Park Ranger series (GS-0025) who are GS-9 or higher.

4. The LDP provides participants the opportunity to receive formal classroom training in Army leadership and government-wide management, a mentoring relationship with a senior civilian leader, and a six-month developmental assignment that is outside the candidate's functional and geographic area. Selected candidates are required to sign a mobility agreement for the developmental assignment. The participant's supervisor and career program manager shall develop several possible developmental assignments, meeting the requirements of both functional and geographic diversity. The assignments may be a one-to-one swap between activities provided that the swapping candidates gain functional and geographic diversity of experience. There may be opportunities for developmental assignments at HQ USACE: past experiences have included a staff officer on the Command Staff Group; project manager with one of the Regional Integration Teams; and others. Deployment to the USACE Gulf Region Division, Afghanistan Engineer District or USACE's Task Force Hope in New Orleans for at least six (6) months, within one year prior to application, will fulfill the developmental assignment requirement.

5. Participants are required to enter a professional mentoring relationship with a senior CP-18 official who is not their immediate supervisor. Participants must file semi-annual reports with

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the LDP Board and complete prescribed formal training. They must file and adhere to a formal Individual Development Plan (IDP).

6. Participants are expected to fulfill all program requirements within three calendar years from the start date. They may apply for a one-time extension due to deployment, family situation, etc. of up to two years. The participants must have shown significant progress upon requesting an extension, and submit a proposed plan for completing the program. Participants who do not complete all program requirements or who fail to make adequate progress within the allotted time frame will be dropped from the program.

7. Completing the LDP will greatly enhance graduates' knowledge of the Army, management and leadership abilities, enabling candidates to become more competitive for future personal growth and professional opportunities. Discussions with LDP graduates bear out that completing the LDP was instrumental in expanding their awareness of the Army, instilling new confidence in their personal abilities to take on new challenges, and making them more competitive towards attaining their present positions.

8. Applicants and approving officials should consider the following criteria and future trends in their decisions:

The Army and the Nation is at war. Missions are much more diverse in type, function and location, many on short notice deployment. The Army has adopted an expeditionary mindset for its soldiers and will be expecting Army civilians to do the same to support the soldiers in their theatre of operations, regardless of location. These changes will require Army engineers possess greater leadership and team-building skills based upon a diversity of experience and cultures other than one's own. The future Army engineer will need the skills and abilities to lead at a high level of performance, any place and any time. Teaming, both physical and virtual, is the concept of how the Army accomplishes its missions.

Team members must possess cross-functional skills and training in multiple subject areas to increase understanding of the full scope of today's engineering problems and challenges. Completing the CP-18 LDP will give the candidates those skills and abilities to see new perspectives and possibilities that help to solve those problems.

9. I recommend that commands and local activities conduct local competition to select their top candidates for the CP-18 LDP. Please use the forms provided in the announcement and the enclosed crediting plan for your local competition.

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9. I ask for your continuing efforts and support to identify your future leaders by nominating them for the CP-18 LDP. If you have any questions on this program, please contact Mr. Edmond Gauvreau at (202) 761-0936, DSN 763-0936, email edmond.g.gauvreau@usace.army.mil.

FOR THE COMMANDER:

Enclosure

//Signed//
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Functional Chief's Representative
Civilian Career Program 18
Engineers and Scientists
(Resources and Construction)

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